

HRM – THE STATE OF THE ART

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INTRODUCTION

- A Little DOE History
- Dispersed Public Action
 - An HR Framework
 - Flow
 - Competence
 - Energy
 - Commitment

- MERIT: System and Concept

- Definition of Merit
 - Substantive Merit
 - Instrumental Merit
- Merit without the System?

PERSONNEL FLOW

- HR Planning
- Recruitment and Retention
- Pay and Benefits
- Diversity and EEO
- Attrition

COMPETENCE

- Human Capital
- Training and Development
- Budgets and Priorities

HUMAN ENERGY

- Motivation
- Incentives
- Performance Management
- Employee/Union Relations

COMMITMENT

- Outsourcing Effects
- Market Emphasis Effects
- Downsizing Effects
- Job vs. Vocation

CONCLUSION

- Progress
- Problems
- Summary